


Reduced to 5 days



Approved: 
Date: 11/20/15

Susan Pamerleau
Sheriff
Bexar County, Texas

Notice of Proposed Suspension

EMPLOYEE: Deputy Arturo Rivera #2817, EMP #36115, 2nd Detail, Main Jail
DATE: November 16, 2015

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of **Ten (10)** days from the position of Detention Officer for violation of the following subsection(s) of Section 9.02 of the Bexar County Sheriff's Department Civil Service Rules:

- O. Conduct or action that would seriously impair job effectiveness**
- P. Conduct which has proven to be detrimental or has an adverse effect on the Sheriff's Office**

In addition to the following violation(s) of The Bexar County Sheriff's & Detention Manuals of Policy and Procedure, Paragraph(s):

- 5.18 Language and Behavior**
- 5.24 Conduct Unbecoming an Officer**

The specific reason(s) for this action: on May 27, 2015, you were assigned at the BCADC Annex to work corridor station #275. On this date inmate Ashley Garcia Marroquin made a complaint that you used unprofessional language and made sexual comments towards her (inmate Marroquin). Inmate Marroquin stated you made the following comments: that inmate Marroquin was gorgeous, that you had a "boner" to pick with inmate Marroquin and asked if inmate's panties were getting wet, FIR #ADCA052715-20 was generated. This matter was referred to the Professional Standards and Integrity Division (PSI) for investigation. PSI found that you violated the above listed Policy and Rule sections by making comments towards inmate Marroquin. You admitted to making the following statements towards inmate Marroquin; stating that, the inmate was Beautiful, and don't get your panties in a twine, and "I have a bone to pick with you". These types of comments are inappropriate and can easily be construed to be sexual in nature.

The corrective action required: In the future you will adhere to all (especially the above listed) Sheriff's Office Policies. You are prohibited from verbally abusing prisoners in the Sheriff's custody and or making inappropriate comments towards prisoners. You shall refrain from performing any task or job in a poor manner.

Be advised that persistence in the type of behavior which resulted in this Notice of Proposed Suspension may result in additional disciplinary action to include dismissal from the Bexar County Sheriff's Office.

Other Persons that have knowledge of this issue:
Deputy Chief Banasco
Sgt Craig Hendricks #2730
Deputy Jessica Ochoa #2927

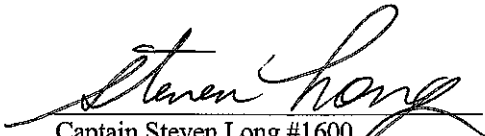


Susan Pamerleau

Sheriff

Bexar County, Texas

You are further advised that you may respond to this Notice of Proposed Suspension in person or in writing to the undersigned, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by Supervision/Management in the Shift Commanders Office at the Main Jail no later than the fifth (5th) business day following receipt of this document.


Captain Steven Long #1600
2nd Detail, Shift Commander

The foregoing document was served upon Arturo Rivera on: November 20, 2015 by:

Capt. S. Long #1600
Printed Name/Badge Number


Signature of Server

I acknowledge receipt of this Document.

Arturo H. Rivera
Signature of Employee

Original: 1) Personnel File

Copy: 2) Employee 3) Section File 4) Employee Disciplinary/Grievance Technician